CULTURAL PLAN

Lewiston-Auburn, Maine

January, 1996

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"The fact is that the arts are about what we know; they are about knowledge. They are symbolic forms which say very important things to us. It is not their pleasantness which make them essential to our lives. It is their essence; that is, the information which they contain . . . We are surrounded by the arts to such an extent that were all the arts miraculously lifted from our world and our experience, we would be cast into a mental and physical solitary confinement worse than any prison. We would be reduced to mindless ignorance about ourselves, our society, our world, our reality, our beliefs, faiths and our imagination."

From "The Arts As Basic Skills" by Martin Engel, National Institute of Education

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LEWISTON-AUBURN, MAINE

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INTRODUCTION

The arts reflect the soul of humanity. They also serve as a means of recording humankind's rich cultural heritages. In other words, they help to define and document the context of human existence that allows us to interpret the meaning of our own lives. As such, they open a window to our past by providing us with insight into our greatest triumphs and most dismal failures. They also unlock a door to our future by helping us to understand who we are and what we are capable of doing. Perhaps most important, they empower us in the present by helping to nurture self-respect and self-esteem, to enhance ethnic and cultural sensitivity, and to make the learning process human and accessible.

Culture is defined as the concepts, habits, skills, art, language, instruments, institutions, etc., of a given people in a given period; civilization. Culture can be defined as it relates to the community of the world, a nation, a city or a neighborhood. Culture defines a people. It is a dynamic process which provides its practitioners the context of their heritage, a means of representing their current desires and concerns, and the opportunity to evaluate the past in order to create plans for their future.

THE PROCESS

The cultural plan development process began in February of 1994 with a public forum, convened by the Maine Arts Commission, at which members of various constituencies were briefed about cultural assessment and planning. Participants moved to set up community focus groups for further study in each of four areas: arts in the work

place; arts in education; cultural organizations and facilities; and individual artists. The findings of these focus group meetings were documented and served to inform the planning process.

During the summer of 1994, Colette Fournier, a performer and community scholar who specializes in Franco-American traditional culture, conducted an ethnographic study of the local Franco community (approximately 60% of Lewiston's population and 35% of Auburn's). This was part of a series of ethnographic surveys in Maine French-speaking communities funded by the National Endowment for the Arts (NEA) Folk Arts Program, through the Maine Arts Commission. Her findings provide an inventory of Franco cultural expression and serve as an important resource for the local planning process.

In August, focus groups were conducted with members of each of Lewiston-Auburn's fourteen largest ethnic populations. Each group talked about what they considered to be significant cultural expressions and discussed how their cultural heritage might be recognized and celebrated in the overall cultural landscape. Under a project funded by the Maine Arts Commission, folklorist Tina Bucuvalas, Ph.D., conducted follow-up interviews with members of these groups. She combined this information with written and videotaped records of the group meetings. The result, a document entitled "The Cultural Mosaic of Lewiston-Auburn," will be published and serve as a resource for the community.

In February, 1995, the findings of all of these groups were presented at L-A College in a public forum, convened the Maine Arts Commission and facilitated by Craig Dreeszen, Ph.D., Director of the Arts Extension Service at the University of Massachusetts at Amherst, and James Lysen, Planning Director for the City of Lewiston. The

forty-eight participants agreed to establish four task forces for the purpose of drafting goals and objectives that would form the basis for the Cultural Plan. The group intended that the Cultural Plan should become an integral component of both Lewiston and Auburn's Comprehensive Plans.

The task forces created were: Coordination/Alliance; Cultural Facilities; Arts in Education; and Artist Services. The goals and objectives that resulted from their deliberations were compiled in a draft Cultural Plan that was presented at a public forum held at the Creative Photographic Arts Center of Maine at the Bates Mill in June, 1995. At this meeting a steering committee with broad community representation was formed to compose the final narrative of the Cultural Plan.

(A comprehensive list of participants in the cultural planning process appears on pages 23-25.)

LEWISTON COMPREHENSIVE PLAN CITIZEN SURVEY

In November, 1995, the Lewiston Comprehensive Committee commissioned a citizen survey. The purpose of the survey was to provide policy direction for the City on a number of important issues faced by the City in the next decade. Some of those issues were pertinent to the cultural planning process, and relevant results have been included in this plan to support various recommendations.

THE RESULT

It is clear that no city or metropolitan area can thrive in this day and age without a cultural core that permits its residents to discover, explore, take part in, and enjoy the arts in their many forms and expressions. From an economic standpoint, for example, most professionals and big businesses look for such a core before relocating to a given area because they recognize it as essential to the

"quality of life" that the area can offer them and their employees. From a civic standpoint, such a cultural core often enhances the community's view of itself, a positive factor that affects how citizens of all ages view themselves and relate to each other and to the community at large.

The Lewiston-Auburn community is endowed with an abundant diversity of ethnic heritages and folkways. The arts community and its offerings are experiencing extensive growth. There are currently both community and professional theaters, choral groups, chamber ensembles, orchestras, and presenting organizations. Local arts practitioners have formed the Artists of the Androscoggin, an outgrowth of the cultural planning process. During the assessment phase of the planning process, a dire need was identified to preserve the folkways that currently are practiced by only the most senior generations in the community.

This Cultural Plan, drawn up by the residents of the cities of Lewiston and Auburn, is a blueprint for encouraging and sustaining the burgeoning cultural activity that promises to rejuvenate the city as it faces its third century of growth. This plan is an affirmation of the interest of diverse citizens in the cultural growth of the community. It addresses the following major goals related to culture and the arts that the cities should attempt to achieve within the next few years:

- To effectively integrate the arts into the education process;
- To establish the conditions that will allow artists to flourish within this community;
- To improve coordination and alliance among cultural organizations: and

 To ensure the availability of cultural facilities that are adequate to serve the diverse needs of the community, now and in the future.

The Cultural Plan was not drawn up to be a historical record of the cities' dreams for the future. It was meant to be a working document providing a context in which to bring those dreams to reality for the benefit of the entire community for years to come.

THE ARTS IN EDUCATION

Historically, various influences have worked to de-emphasize the value of the arts in the educational process. As a result, arts have come to be considered a frill or unnecessary extra in our society and in our schools. This attitude must change if our children and our citizens are to learn how to harness the power of the arts to strengthen their ability to think logically, to develop greater awareness of the world around them, to discover the value of teamwork, and to develop their creativity and problem-solving skills.

This power that the arts possess to ground us in a human context and to nurture our personal and intellectual development must not be overlooked as a means of improving the quality of education we offer our young people, and indeed all of our citizens, in this age of bits and bytes and technological frenzy. The arts and the creative process can enhance and simplify the learning process by providing the context that is often missing in a fact-based educational environment. It has already become clear to many of us that, when we assimilate knowledge by means of application and product development including through the arts – we not only learn facts but also gain an understanding of the context in which those facts acquire meaning. No doubt, people who are encouraged to learn in this way and who develop an ability to communicate what they learn through a wide variety of forms are well-equipped to meet the challenges and handle the stresses of our fast-paced world. Their experience and communication skills allow them to analyze a staggering abundance of information, to recognize the contexts within which to interpret that information, and to maintain a human perspective in doing so.

To be sure that the citizens of Lewiston-Auburn benefit from the power of the arts, the Task Force on Arts in Education has created goals and objectives which seek to employ that power to create an educational environment that is context-oriented and nurtures life-long learning. These goals represent a blueprint that should lead us to integrate the arts and the creative process into our educational system, transform the educational process through the use of the arts, and make use of the arts to celebrate the diverse ethnic cultures and folkways practiced in this community.

LEWISTON COMPREHENSIVE PLAN CITIZEN SURVEY FINDINGS

- Less than 16% of respondents "Disagreed" or "Strongly Disagreed" that the study of Visual and Performing Arts should be an important part of the school system K-12 curriculum.
- By contrast, almost 38% "Agreed" or "Strongly Agreed" that they should be.

GOAL #1:

To include the study of the arts as a content area of the core curriculum in pre-K through adult education.

OBJECTIVE #1:

Provide schools with qualified teachers and visiting artists in each area of the arts (music, visual arts, theater, dance, and literary arts).

Strategies:

Name an advocate to lobby the state education board on the city's behalf to review the certification process for arts teachers.

Establish an evaluation process for visitingartists which includes peer review.

Reprioritize available funding.

Implement in target school, then other

schools.

Resources: Local school board, local arts educators,

local artists, and local arts organizations.

Undertaken by: Local school boards with local arts

organizations, artists, and other

stakeholders.

Completion Date: September, 1998.

OBJECTIVE #2: Provide appropriate facilities and

resources for all the arts.

Strategies: Inventory potential facilities and resources.

Study feasibility of making use of these facilities and resources for educational

purposes.

Review the results and establish an

implementation plan.

Resources: Educational staff, consultant.

Undertaken by: Local school boards and education

agencies with local artists.

Completion Date: September, 1998

OBJECTIVE #3: Provide a minimum of one class period

per day devoted to the arts for every

student.

Strategies: Research model arts programs in other

schools and school districts: Wells Elementary, Kennebunk Middle School,

and others.

Study scheduling and staffing requirements

in local "target" school.

Assess results based on National

Standards for Arts Education.

Resources: Educational staff.

Undertaken by: All educational process stakeholders,

including educators, students, parents, administrators, business persons and

artists.

Completion Date: September, 1998.

GOAL #2:

To transform the educational process

through the use of the arts.

OBJECTIVE #1:

To use the arts and the creative process

in the delivering of knowledge in all content areas of the curriculum.

Strategies:

Provide in-service and pre-service training

for teachers in using the arts in all content

areas of the curriculum.

Continue to develop the model of an arts-

integrated learning organization at

Sherwood Heights School in Auburn, and develop a similar model in a Lewiston School, for eventual implementation in all

schools.

Resources:

Artists and arts specialists work with

teachers, administrators, school boards

and councils.

Undertaken by:

All educational process stakeholders, including educators, students, parents, administrators, business persons and

artists.

Completion Date:

On-going.

OBJECTIVE #2:

Establish a process to assess learning

through the arts.

Strategies:

Develop a set of desired student learning outcomes based on Maine's Common Core

of Learning.

Develop an assessment scheme based on performance (e.g., portfolio assessment).

Resources:

Artists and arts specialists work with teachers, administrators, school boards

and councils.

Undertaken by:

All educational process stakeholders, including educators, students, parents, administrators, business persons and

artists.

Completion Date:

September, 1998.

OBJECTIVE #3:

All students will meet or exceed desired

learning outcomes.

Strategies:

Provide in-service and pre-service training

for teachers in using the arts in all content

areas of the curriculum.

Develop a set of desired student learning outcomes based on Maine's Common Core

of Learning.

Develop an assessment scheme based on

performance assessment (e.g., portfolio

assessment).

Resources:

Artists and arts specialists work with

teachers, administrators, school boards

and councils.

Undertaken by:

All educational process stakeholders,

including educators, students, parents, administrators, business persons and

artists.

Completion Date:

September, 1999.

GOAL #3:

To provide opportunities to learn about

our culture and society through the arts

beyond school walls.

OBJECTIVE #1:

Create a "cultural climate" throughout

the area that values the arts as an important part of community life.

Strategies:

Present/Produce varied arts and cultural

experiences for our community, outside of school events, that reflect local as well as

world cultures.

Encourage the media to recognize, value

and promote local arts endeavors.

Resources:

Artists and arts specialists work with

teachers, administrators, school boards

and councils.

Undertaken by:

All educational process stakeholders,

including educators, students, parents,

administrators, business persons and

artists.

Completion Date: Ongoing.

OBJECTIVE #2:

Institutionalize coordination of

community cultural activities.

Strategies:

Designate a local arts agency to serve as a

clearinghouse of information and

resources.

Secure funds through grant writing and

other means.

Resources:

Artists and arts specialists work with

teachers, administrators, school boards

and councils.

Available funds.

Undertaken by:

All educational process stakeholders,

including educators, students, parents, administrators, business persons and

artists.

Completion Date:

September, 1997.

OBJECTIVE #3:

Create opportunities to celebrate the

community's ethnic cultures.

Strategies:

Research and document particular locales,

events and folkways of individual ethnic

groups.

Resources:

Horizons 55's "Roots" Group, historical

maps, writings, including "The Cultural Mosaic of Lewiston-Auburn," and other

research material.

Undertaken hv.

All educational process stakeholders,

including educators, students, parents, administrators, business persons and

artists.

Completion Date:

Ongoing.

SERVICES TO ARTISTS

Artists are engaged in commerce as well as creativity.

Successful commerce is an artful process. The focus of this section of the cultural plan is the development of a community attitude and environment that is welcoming to artists and cultural enterprises, recognizing the many dimensions of their value. With proper nurturing and support, artists and their enterprises can be primary contributors to economic and community development, while also enriching the lives of residents.

The artistic life of a community can broadly be divided into two areas:

- the nurturing, recognition and support of local artists and
- the hosting and presentation of artists from outside the community.

Some local artists are central to the authentic expression and celebration of the rich cultural heritage of a community. Others make an important contribution within the contemporary realm, whether local, regional, national or even international. The presentation of artists from outside the community serves to educate, enliven and challenge both audiences and artists. The cultural scene thrives when the appropriate balance is struck between these important aspects, and the striking of this balance is another important goal of this plan.

Downtown Lewiston offers a wealth of potential studio, living and performance or exhibit space. When incentives exist, local artists who are persuaded to remain here, as well as those who may be attracted to relocate here, bring not only their own jobs, but also others. A number of other direct or indirect support employment opportunities can be created for studio assistants, printers, framers, instrument repairers, builders and trades people.

The arts and cultural enterprises are also valuable community and economic development tools. While artists are often seen by their communities as purveyors of beauty and insight, the Lewiston-Auburn area must also begin to view artists as business people. Like all business people, artists are faced with multiple challenges. The business of being an artist is demanding as well as rewarding, and requires the same support systems as their service, retail and manufacturing counterparts may receive in order to establish themselves here and to thrive.

The rewards of a thriving artists' community can be shared broadly. Certainly artists are rewarded by the unfettered opportunity to create in their media. The lives of residents are enriched by exposure to and participation in the artistic process at virtually all levels. The general community's self-awareness, positive self-image, and sense of celebration and understanding of life are enhanced. Finally, and perhaps most immediately compelling to some people, there can also be a significant revitalization of the community as cultural enterprises make their considerable contribution to its economic well-being as well as its physical appearance.

LEWISTON COMPREHENSIVE PLAN CITIZEN SURVEY FINDINGS

- Nearly 45% of respondents "Agreed" or "Strongly Agreed" that the City should encourage to locate or expand within the City.
- By contrast, less than 10% "Disagreed" or "Strongly Disagreed" with the statement.

GOAL:

To establish and develop the conditions and systems that will encourage and allow professional artists in all disciplines to thrive in our community.

OBJECTIVE #1:

To facilitate the establishment of small business enterprises by artists who seek to market their products and/or educational services to the public.

Strategies:

Create a revolving loan program specifically for use by artists who seek to establish business enterprises within the proposed Cultural District.

Establish tax and other financial incentives for artists/developers that will result in the creation of affordable living, working, commercial spaces for artists.

Resources:

Attract seed money for loan fund, or identify existing programs for which artists are eligible.

City Councils' support & cooperation.

Undertaken Bv:

Collaboration among Cities of Lewiston and Auburn, Androscoggin Valley Council of Governments (AVCOG), Lewiston-Auburn Economic Growth Council (LAEGC), Artists of the Androscoggin, L/A Arts.

Completion Date: January 1997.

OBJECTIVE #2:

To enhance the business capabilities of artists that will allow them to effectively operate their enterprises, while permitting them to be fully engaged in their respective creative endeavors.

Strategies: Establish an Artists' Business Resources

Center to provide consultation, referral and/or services in bookkeeping/accounting, finance, payroll and benefits, advertising and promotion, legal issues, insurance, retirement planning and other areas identified as pertinent to ensuring the health of artists' business enterprises.

Resources: Facility & equipment.

Staff (professional/volunteer).

Undertaken by: Artists of the Androscoggin, L/A Arts,

Chamber of Commerce, SCORE (Service Corps of Retired Executives), LAEGC,

AVCOG.

Completion Date: August, 1996

OBJECTIVE #3: To elevate the perceived value of artists

and their work from peripheral or marginal to central and essential components of the quality of life in our

community.

Strategies: Compile, analyze and effectively

communicate to the public current and accurate information that documents the local economic, educational, social and other positive impacts of artists and their

activities in the community.

Resources: Research conducted among cultural

organizations' audiences and local

businesses.

Undertaken By: L/A Arts, Artists of the Androscoggin, Maine

Arts Commission, LAEGC, AVCOG, Chamber of Commerce, possibly with assistance from local college or university

students.

Completion Date: November 1996.

COORDINATION / ALLIANCE

Almost by definition, the cultural planning process has sought to develop a structure or framework within which cultural organizations and individuals could enjoy the many benefits of cooperative and even collaborative relationships. At the outset, leadership was provided by the Maine Arts Commission and the City of Lewiston's Planning Director. The expectation was that responsibility for coordinating the participating entities would emerge from within the ranks of participants.

From the start, the institution of an officially-designated Local Arts Agency was seen by some as an essential step toward the development of new resources to foster and promote cultural activities in the communities. Even if funding through the National Endowment for the Arts' Local Arts Agencies Program should not be possible, the region, it is believed, will be better positioned to respond to opportunities through other resources. Rather than create a new entity, it was observed that L/A Arts most closely fit the profile of an LAA, having offered public presentations and educational services for over twenty years, and enjoying favorable relations with the cities of Auburn and Lewiston.

It was broadly acknowledged early on that the similarities among participating organizations and constituencies were far more important than the differences. Even the words chosen to describe the purpose of this task force – "coordination" and "alliance" – reflected the group's understanding that the coordination of efforts would result in an alliance that would create a whole that is truly greater than the sum of its parts.

This is not to say that this there were not important discussions along the way where divergent opinions were expressed. For example, from time to time it was discussed that:

- The needs of professional organizations may be different from non-professional organizations;
- The needs of performing artists may be different from the needs of visual or literary artists;
- If one organization were perceived to take a position of leadership, that organization may have an advantage over others in attracting corporate or individual contributions;
- The unique identities of participating entities must be honored,
 maintaining independence and autonomy.

With a growing number of organizations and individuals involved in programming cultural activities, information must be gathered and shared in a timely, comprehensive and consistent way in order to avoid unfortunate conflicts and to develop new collaborative resources for the community. In an increasingly complex cultural environment it becomes more necessary than previously to take a professional and systematic approach to communication among participants, including the general public.

Information about the growth in cultural activities and the richness of their diversity needs to be coalesced into a "critical mass" that can demonstrate that the arts and culture have real value to the Lewiston-Auburn area in many ways, including economic and

community development. Working collaboratively, artists, cultural organizations and other individuals and institutions will be more effective in promoting the value of our many cultural assets and encouraging increased public participation in the arts.

LEWISTON COMPREHENSIVE PLAN CITIZEN SURVEY FINDINGS

- More than 50% of respondents rated the currently available choice of cultural activities as less than satisfactory.
- Only 30% felt that the availability of "Performing Arts" was "Satisfactory" or "Very Satisfactory."

GOAL #1	To have the City Councils of Lewiston
	and Auburn designate an official Local
	Arts Agency.

OBJECTIVE To have L/A Arts designated as the Local Arts Agency (LAA) through

resolution.

Strategies: Obtain letters of support from individuals

and organizations.

Submit information to the Cities to explain

and support the requested action.

Obtain sample documents from other cities

and organizations.

Appear before City Councils.

Resources: Time and energy from L/A Arts, Cultural

Planning Committee and City staff.

Undertaken by: L/A Arts, City, Cultural Planning Committee.

Completion Date: Completed July, 1995.

GOAL #2 To develop new public awareness of and support for the regions cultural resources.

OBJECTIVE #1

Develop new resources to support local

artists and arts organizations.

Strategies:

Write grant proposal to NEA's Local Arts Agencies Program to request funding for marketing and audience development projects and for facility feasibility studies.

Resources:

Staff time and equipment.

Undertaken by:

L/A Arts staff in collaboration with others.

Completion Date:

Completed by July 17, 1995 deadline.

OBJECTIVE #2

Promote public awareness of and participation in local arts activities

Strategies:

Develop a feature-oriented newsletter publication to be distributed to the diverse constituencies served by the area's cultural organizations. Develop targeted direct-mail and media promotional strategies in

surrounding communities.

Undertaken by:

L/A Arts with participation of an editorial advisory board made up of representatives

from the various organizations.

Resources:

Staff and production services provided through funding from proposed NEA Grant,

combined with local match.

Completion Date:

September 1996.

OBJECTIVE #3

Create a clearinghouse for community

cultural information.

Strategies:

Develop and maintain a comprehensive database of information about cultural activities to be used for an annual Cultural

Calendar.

Resources:

Modest contributions from cultural

organizations, plus funding from Chamber of Commerce for annual Cultural Calendar.

Undertaken by:

L/A Arts coordinates the gathering of

information.

Completion Date:

September 1996.

CULTURAL FACILITIES

Perhaps the most visible sign of a community's interest in and support of cultural activity is the number, condition and diversity of physical facilities dedicated to such activity. Another important indicator is the visibility of small businesses that are related to or which thrive on cultural activities (i.e. restaurants, frame shops, etc.) These facilities are clearly visible and recognizable to anyone visiting the community and they speak volumes about the soul of the area and the opportunities open to its residents.

Depending on who is in the spotlight at any given time, the Lewiston-Auburn area is either blessed or cursed by literally hundreds of thousands of square feet of unused or under-used commercial and former mill and industrial space. The city benefits currently from cultural facilities like the Public Theatre and renovated Lewiston Middle School Auditorium that are fulfilling at least a part of the performing arts needs. Other facilities, including churches, also serve cultural purposes successfully from time to time. There also exist a few theaters in varying conditions and with varying levels of historical importance.

There is currently stronger interest than ever before in exploring the role of cultural activities and enterprises in the formula for successful community and economic development, including the potential for cultural tourism. There is also growing recognition that

some of the vacant and available facilities may almost exactly serve the needs of artists and their enterprises. It is truly an opportune time to begin working in earnest on creating new, or revitalizing existing, cultural facilities.

LEWISTON COMPREHENSIVE PLAN CITIZEN SURVEY FINDINGS

- Only 20% of respondents felt the availability of Cultural Facilities was "Satisfactory" or "Very Satisfactory."
- Nearly 60% of respondents felt the City of Lewiston should "Actively Recruit" tourism as a commercial activity.

GOAL #1:

To ensure the availability of cultural facilities that are adequate to serve the diverse needs of the community.

OBJECTIVE #1:

Identify the needs for cultural facilities, both indoor and outdoor, now and in the future, including performance spaces, gallery and display spaces, studio spaces and artist housing.

Strategies:

Conduct surveys/interviews with known cultural organizations, individuals and consumers to determine cultural facilities needs of the community.

Resources:

Staff (professional and volunteer), funding.

Undertaken By:

Staff, volunteers, local college/university

students, consultant.

Completion Date:

April 1997.

OBJECTIVE #2:

Identify existing facilities that have the potential to meet cultural facilities

needs.

Strategies:

Conduct inventory of existing spaces currently in use for cultural activities.

Conduct inventory of facilities requiring

renovation in order to meet cultural needs.

Conduct inventory of spaces that can be adaptively reused to meet cultural needs.

Resources:

Staff (professional and volunteer), funding.

Undertaken By:

Staff, volunteers, local college/university

students, consultant.

Completion Date:

April 1997

OBJECTIVE #3:

Perform feasibility study on

recommended renovations, adaptive reuses or new construction projects intended to meet the cultural facilities

needs of the community.

Strategies:

Provide previously gathered information to

consultant for comprehensive economic

and structural feasibility study.

Resources:

City, Community Development Block Grant,

NEA, Maine Arts Commission, public &

private contributions, other grants.

Undertaken By:

Cities, consultant, Local Arts Agency,

property owners.

Completion Date:

October 1997.

OBJECTIVE #4:

Build public/private support for projects

designed to meet cultural-facilities

needs of the community.

Strategies:

Plan and host fundraising celebrations.

Resources:

Private contributions.

Undertaken By:

Staff, Local Arts Agency, volunteers from

the cultural community.

Completion Date:

On-going.

GOAL #2:

To establish a Cultural District in

downtown Lewiston and Auburn.

Objective #1:

To promote the creation and support of

cultural facilities to meet the needs of

the community.

Strategies:

Study existing examples of cultural districts (Providence, Boston, others) to see what concepts and features may be useful here.

Create financial incentives, such as lowinterest loans, revolving loan funds, etc., to help finance cultural facilities and support

amenities.

Resources:

Staff (professional and volunteer), funding.

Undertaken By:

Staff, research reports, models.

Completion Date:

June 1996.

Objective #2:

To promote the creation and support of

cultural facilities to meet the needs of

the community.

CULTURAL PLANNING PROCESS PARTICIPANTS:

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^{*} Denotes consultants engaged for the process.